

## From the Acquisition Support Center Director



**A**lthough it's only April, the acquisition community has already experienced plenty of changes in 2004, and there are lots more on the immediate event horizon. As Army Transformation becomes a huge factor in how the Acquisition, Logistics and Technology (AL&T)

Workforce does business, acquisition professionals will need to assimilate new processes and procedures into their short- and long-term strategic planning.

The *National Defense Authorization Act for FY 04* amended the *Defense Acquisition Workforce Improvement Act (DAWIA)* to give the Secretary of Defense (SECDEF) greater flexibility in managing the AL&T Workforce. Specifically, the amendment gave the SECDEF the flexibility to establish different experience, education, training and tenure requirements for acquisition positions; establish a single acquisition corps; and streamline obsolete and outdated *DAWIA* provisions.

Defense Procurement and Acquisition Policy (DPAP) Director Deidre A. Lee established a *DAWIA* Streamlining Steering Team, co-chaired by the DPAP Chief of Policy and Defense Acquisition University (DAU) President, and a Streamlining Working Group to develop an implementation plan. Working Group membership includes a representative from each service component, DAU and the functional advisors. With guidance from the Steering Team, the Working Group is developing the framework to streamline the Acquisition Career Management Program and implement the *DAWIA* initiatives with the issuance of revised guidance. The Army's representative to the Working Group is from the Acquisition Support Center (ASC) and has established contacts in the program executive offices, acquisition commands and other organizations to facilitate staffing within the Army. Staffing will commence after the Under Secretary of Defense (Acquisition, Technology and Logistics) and the Service Acquisition Executives have been briefed.

It's not too early to mark your planning calendars for this year's Acquisition Senior Leaders' Conference. The "invitation-only" conference will be held Aug. 9-12, 2004, in Louisville, KY. Plans in the works include a general information session, breakout working groups and a field trip to nearby Fort Knox,

KY. For the latest conference information, go to the ASC Web site at <http://asc.army.mil/portal.cfm>.

This year's Accessions Campaign process is in full swing. The Accessions Board is slated to convene in June 2004 to decide which applicants (captains/majors) will receive positions in the Army Acquisition Corps (AAC). Last year's Accessions Board drew 163 applications. This year, more than 550 applicants had already applied for board consideration as of press time. Needless to say, this year's board process will be very competitive. We are very excited about this year's prospective pool of talented Army officers. There is a nice spread of basic branches from among the applicant population that, ultimately, will help strengthen the AAC's backbone and the Army's "cradle-to-grave" acquisition process for the future.

I would like to point out that this issue of *Army AL&T Magazine* features three articles about a great partner of Army acquisition — the Acquisition, Logistics and Technology Enterprise Systems and Services (ALTESS). Commanded by LTC Fernando Torrent, ALTESS supports the Assistant Secretary of the Army for Acquisition, Logistics and Technology (ASAALT) with software integration and network operation services, and provides specialized application development to the AL&T Workforce. I urge you to read the ALTESS articles on Pages 6, 9 and 20, respectively, to learn more about ALTESS applications such as Acquisition Information Management and the Planning, Programming, Budgeting and Execution System.

ASC's Program Structure and Information Analysis Division orchestrated a very successful Military Acquisition Position List (MAPL) Review, held at the Office of the Project Manager for Intelligence and Effects, Fort Belvoir, VA, March 22-26. Military Deputy to the ASAALT LTG Joseph L. Yakovac Jr. chaired this year's MAPL Review. Approximately 45 people, representing more than 1,800 military acquisition positions within their commands and programs, attended the 5-day conference. A link to this information will be posted on ASC's Web site at <http://asc.army.mil> in early May.

As warm weather begins to descend upon us all, I'd like to take the time to wish everyone a happy and healthy spring. Whatever your upcoming plans are, be careful, be safe and have fun. Life is a celebration — be there to enjoy it!

**COL Mary Fuller**

Director

Acquisition Support Center



## AHRC Notes

### FY03 Colonel Promotion Board Results

The release of any promotion list by the U.S. Army Human Resources Command (AHRC) is always followed by an exhaustive data analysis to “map” the considered/selected population’s characteristics. The following paragraphs summarize the Acquisition Management Branch’s analysis of the Army Acquisition Corps (AAC) population for the FY03 Colonel Promotion Board.

#### Overall AAC Results

- 33 officers were selected for colonel (below zone (BZ) and primary zone (PZ) of consideration, no above zone (AZ) selection).
- Board members reviewed 52 AAC officer files in the PZ. From this population, 30 officers were selected for promotion, with a selection rate of 57.7 percent. This figure was above the Operational Support Career Field (OSCF) rate of 51 percent.
- Board members reviewed 34 AAC AZ officer files. From this population, no officers were selected for promotion. The OSCF rate for AZ was 3.7 percent.
- Board members reviewed 62 AAC BZ officer files. From this population, 3 officers were selected for promotion, with a selection rate of 4.8 percent. The OSCF rate for BZ selection was 3.8 percent.

#### Primary Zone Promotions

Of the 30 officers selected in the PZ, 28 (93.33 percent) were either current or previous centrally selected product managers (PMs) or acquisition commanders. Of these 28 officers, 25 had at least 2 command Officer Evaluation Reports (OERs) in their board files. Additionally:

- All officers had only DA Form 67-9 command OERs. The average number of command reports for PZ officers selected was 2.53 reports. Selectees had 2.06 above-center-of-mass (ACOM) command OERs and .466 center-of-mass (COM) command OERs.
- 12 of the 30 PZ selectees (40 percent) were not Senior Service College (SSC) graduates or selectees prior to the FY03 Colonel Promotion Board.

- Overall, officers selected had ACOM and COM+ files.
- 93.33 percent of PZ selectees served, or are currently serving, as a Command Select List (CSL) PM or acquisition commander.
- 2 officers were selected for promotion without CSL command.

#### Below-the-Zone Promotions

All BZ officers selected were current PMs or acquisition commanders. All BZ selectees had at least one ACOM command OER, with no COM command reports. All BZ selectees were also selected for SSC.

#### Trends for Selectees

Based on this analysis, officers competitive for promotion to colonel generally:

- Are serving or have served successfully as a PM or acquisition commander. Command performance evaluations include (on average) two ACOM ratings and less than half had one COM rating under the DA Form 67-9 OER system.
- Have an ACOM or COM+ file quality overall (i.e., performed well in whatever positions they held throughout their careers).

#### Who Was Not Promoted and Why?

Of the 22 PZ officers not selected for promotion to colonel, 7 were either current or former PMs/commanders.

- Officers not selected for promotion, regardless of whether they had been or were now PMs/commanders, had an average of two ACOM and four COM DA Form 67-9 OERs.
- The majority of officers not selected for promotion had COM+ or COM performance files overall.

#### Trends

Officers with straight COM OERs are not competitive for promotion to colonel. Officers with COM+ and ACOM files are competitive if they have performed very well (strong COM+ or ACOM) as a lieutenant colonel (LTC) PM/commander. Late selection for PM/command can lead to nonselection if officers do not have any, or significantly less than, the average number of PM/command OERs in their board files. Late selection is defined as being selected or activated from the alternate list on your third or fourth look for LTC PM/command (i.e., timing such that you could not expect to have near the average number of command reports before your PZ look for promotion to colonel).

General Observations

The file quality of officers selected for promotion continues to be strong. Not all successful PMs/commanders will get promoted because of the tough competition. Early selection for LTC PM/command can improve an officer's chances for selection because of the additional command evaluations available for the board's review, and assuming that the actual evaluations support promotion. COM evaluations should have substantive narrative comments provided by the senior raters, and senior raters should focus on officer potential.

Summary

Promotion to colonel is extremely competitive. Strong, documented duty and command performance is the key to selection for colonel. Officers (all zones) should personally review their Officer Record Brief and microfiche in preparation for promotion/selection boards to ensure their information is accurate and complete. Any photo that is more than 2 years old, does not show current awards and decorations or is not good quality should be retaken. Bottom line: Promotion to colonel is a very tough cut. Overall file quality in addition to ACOM/COM+ performance while in LTC PM/command is crucial for successful competition for colonel selection.

The chart below shows how OSCF performed in comparison to the other career fields.

	AZ	PZ	BZ	Defense Officer Personnel Mgmt.
Information Operations CF	5.6%	56.8%	3.2%	70.3%
Operations CF	3.9%	52.6%	3.2%	60.9%
Institutional Support CF	7.1%	52.1%	4.8%	64.8%
OSCF	3.7%	51.0%	3.8%	58.3%
AAC	0%	57.7%	4.8%	

Congratulations to the following FY03 AAC colonel selectees:

Besch, Thomas Murray	Hansen, Jacob Bernard
Billington, Robert	Harrington, Gale A.
Bristow, James Steven	Hazelwood, Donald A.
Brown, Joseph David	Hollingsworth, Larry
Chasteen, Gregory T.	Hoppe, William C.
Coffman, Thomas D.	Hughes, Daniel P.
Cook, David Alan	Jones, Luwanda F.
Dever, Douglas Allen	Jones, Raymond D.
Doyle, Norbert S.	Kidd, Scott Richard
Flowers, Kenneth	Knudson, Ole Albert
Gallagher, Daniel J.	Koster, John L.

Kunkel, George D.  
Langhauser, Craig G.  
Lipsit, Carl Alan  
McNerney, Catherine  
Miller, Christopher  
Miller, Scot Charles

Mullin, Edward L.  
Paquette, Derek J.  
Pennycuick, Richard  
Ross, Christopher M.  
Wheeler, Kenneth A.

FY03 CGSC Selection Board Results

The FY03 Army Command and General Staff College (CGSC)/Intermediate Level Education (ILE) Board results were released Nov. 6, 2003. This article announces the Army Acquisition Corps (AAC) officers selected to attend CGSC and provides insight on board results.

Overall Acquisition Corps Results

The CGSC selection board members reviewed 191 AAC officer files. From this population, 65 officers were selected for CGSC. Cohort year group (YG) 93 selection rate was 34.3 percent (35 selected, first look) and Cohort YG92 selection rate was 33.7 percent (30 selected, second look). Twenty-one AAC officers were considered for revalidation, and all 21 were revalidated (100 percent). Revalidated officers are not included in the selection statistics below.

What Was the Trend for Those Selected?

The trends differ some between those receiving first and second looks. Selection for CGSC is primarily a reflection of how officers performed in their basic branch assignments. Most AAC officers have few, if any, Officer Evaluation Reports (OERs) from acquisition assignments when the CGSC board considers them. Many officers are still completing basic branch assignments, Reserve Officer Training Corps or U.S. Army Recruiting Command, Active Component/Reserve Component (RC) assignments or attending advanced civil schooling. Thus, AAC officers are judged against the same criteria as basic branch officers.

As with other boards, first and second lieutenant OERs have been purged from officers' files and were not reviewed by the FY03 CGSC board. The MOST IMPORTANT discriminator continues to be captain command-level OERs. Board members appear to use command reports as the measure of an officer's ability to succeed. The majority of the selected officers received "top block" command OERs. Senior rater narratives that quantify an officer's performance

— when the profile does not — appear to send a clearer picture to board members on the “true block check.” (Comments such as best officer in a command, top 5 percent, my number 3 out of 10 helped pinpoint performance.) Additionally, senior rater narratives that focused on the officer’s potential were generally more effective than OERs that focused on how the officer performed. Officers with overall center-of-mass (COM) files and “top block COM” command OERs were not selected for CGSC.

Performance in basic branch assignments, especially company command, appeared to be the board’s focus. The message is clear — seek company command, do well, and maintain a high level of performance on all other assignments. Here are the statistics to support this year’s board results:

There were 102 AAC YG93 officers considered for CGSC. From this total:

- 35 were selected (34.3 percent).
- 76.5 percent of the officers selected had 2 or more above-center-of-mass (ACOM) OERs while in command.
- 23.5 percent of the officers selected had 1 COM OER while in command.

There were 89 AAC YG92 officers considered for CGSC. From this total:

- 30 were selected (33.7 percent).
- 36.6 percent of the officers selected had 2 or more ACOM OERs while in command.
- 63.3 percent of the officers selected had 1 COM OER while in command.

The FY04 CGSC board should be the last CGSC board for AAC officers. Cohort YG93 will get its second look and the rest of our officers will complete CGSC through ILE. Officers whose files went before a CGSC board and were not selected can complete CGSC only through the nonresident/RC CGSC program. ILE is presently offered to officers who have been selected or are Cohort YG94 and later.

The names of the selectees and revalidated officers are listed below:

Name	Rank
Aleandre, Rodrigue	MAJ
Anderson, Joseph Scott	CPT
Anderson, Lisa Lee	MAJ
Ansley, Steven Roy Jr.	CPT

Name	Rank
*Bailey, George Daniel Jr.	MAJ
*Beard, Kirby Dwayne	MAJ
*Bentzel, Thomas Frederick	MAJ
Besaw, Craig Stephen	CPT
Bledsoe, Elizabeth Ellen	MAJ
*Brown, Evan Jacob	MAJ
Brumlow, David Gregory	CPT
*Calhoun, John Clifton	MAJ
Carter, Don Carlo	CPT
*Cauley, Timothy Mark	MAJ
*Clark, Steven Bobby	MAJ
Cottoarroyo, Luis	CPT
Craft, Paul Grant	CPT
Crespo, Luis	CPT
Crosby, Troy Wayne	CPT
Davidson, Paul Gerard	MAJ
*Devine, Michael Joseph III	MAJ
Dills, Jack Eric	CPT
Ellis, Bruce Elliott	MAJ
Ellison, Kevin Lewis	MAJ
Evans, Jeffrey Goodman	MAJ
Feuerborn, Thomas Allen	MAJ
Ford, Christopher Michael	CPT
Foster, Michael Erwin Sr.	MAJ
Francis, Sabrina Elaine	MAJ
Furber, Daniel Lewis	MAJ
*Gaddy, Roland Morris Jr.	MAJ
Geisbert, Kevin Lee	MAJ
Gentry, Todd Michael	CPT
*Green, Lance Brandon	MAJ
Greig, Amanda Pearson	MAJ
*Grosenheider, Susan Marie	MAJ
Gruchacz, Brian James	CPT
Hoecherl, Joseph Arnold	CPT
Hoffman, Dean Meck IV	MAJ
Hollis, Fredrick Coaven	MAJ
Hopkins, Paul Terry Jr.	CPT
Huff, Tom Takashi	CPT
Jackson, Shannon Charles	CPT
Jackson, William David	MAJ
Jacobson, Kathleen Jeanette	CPT
Johnson, Mark Anthony	MAJ
King, Federica Lashon	MAJ
Klopotoski, Dean Tadak	CPT
*Laughlin, Kelly Dean	MAJ
Lowrey, Douglas Scott	CPT
Lucas, Shawn Patrick	CPT
*Lyttle, Brian John	MAJ
*MacGregor, Lee Jae	MAJ



Name	Rank	Name	Basic Branch	Name	Basic Branch
Malik, Yolanda D.	CPT	Anderson, John P.	SF	Harris, Rickey E.	SC
Mazure, Paul David	CPT	Anderson, Wyeth S.	OD	Hayward, Preston J.	TC
McGowan, Dennis Michael	CPT	Antonioni, George T.	SF	Hodge, Harold B. III	AR
Miceli, Robert Joseph	MAJ	Baker, Michael A.	AD	Hoff, Russell V.	IN
Micklewright, Scott Dan	MAJ	Beatrice, Gregory P.	FA	Howard, Oscar L. Jr.	MI
Middleton, Robert Elijah	MAJ	Bellusci, Heather O.	AV	Hurwitz, Johnathan M.	FI
Mills, James Christopher	CPT	Bess, Luke	AG	Jefferis, Jason K.	FA
*Nash, Kevin Michael	MAJ	Bretney, David O.	IN	Jones, Humberto I.	QM
*Neal, Mark Andrew	MAJ	Brooks, Demetrius D.	TC	Jones, Keith Jr.	AG
Nerdig, Daniel Adam	CPT	Brough, Angelique O.	AV	King, Louis L.	SC
Nicholson, Jennifer Ann	CPT	Brown, Kathy M.	TC	Lane, Calvin J.	AV
*Pearman, William Frederick	MAJ	Brown, Michael L.	SC	Langston, Charles N.	AD
Phillips, Jeffery Eugene	CPT	Bruce, Bradley N.	AV	Lisella, Joseph L.	MP
Phillips, Lewis Herschel	CPT	Campbell, William J. III	FA	Marolf, Kyle R.	TC
*Piatt, Eric Allen	MAJ	Carter, Andrew T.	AV	Mastick, Matthew G.	FA
Price, Paul Edward	CPT	Chaney, Kevin S.	AV	McClintock, Robert E. Jr.	IN
Ransom, Audrey	MAJ	Clements, Kerry G.	IN	McCluskey, Derrick W.	EN
Roberson, Rochelle Chantea	MAJ	Cline, Kevin R.	AG	McDonald, Robert L. Jr.	FA
Ryder, Ronald Lee	MAJ	Cole, Aquiller E.	AG	McIntyre, Kelley	QM
Shea, Thomas Everett William	MAJ	Corey, William F. Jr.	AG	Metz, Christopher E.	OD
Shuler, Paul David	MAJ	Cotman, Kevin L.	QM	Miller, Douglas M.	FA
Stewart, Donald George	CPT	Crossley, Michael C.	TC	Moffitt, Jarrett S.	OD
Stiner, Mark Thomas	CPT	Dance, Erika L.	AD	Morrison, Jeffrey E.	IN
Stone, Jeffery Clark	CPT	Davis, William A. III	MI	Naylor, James T.	AV
Stringer, David Blake	CPT	Deslauriers, Todd R.	AV	Ostby, Christopher C.	AV
Sublett, Charles E.	CPT	Donovan, Brian M.	AD	Perez, Luis G.	SC
Talbot, Mark Edward	CPT	Dorrer, Marc C.	AV	Plansky, George M.	TC
*Thompson-Blackwell, Rosalyn	MAJ	Dring, Lawrence W.	OD	Pontes, William J.	AV
Vanderschaaf, Reid Evan	MAJ	Duford, Cori J.	TC	Poston, Laura N.	SC
Vanriper, Steven Glenn	MAJ	Dunham, Kevin A.	IN	Pressley, Eddie L.	QM
Warnick, David Alan	CPT	Duthu, James J.	AD	Preston, Ronnie H. Jr.	IN
*Williams, Kevin David	MAJ	Everts, Eric J.	AD	Pridgeon, James A.	OD
*Wolons, David Scott	MAJ	Fallaria, Ray N.C.	EN	Ramsey, Zara R.	OD
Worshim, Charles III	MAJ	Farmer, Sylvia	EN	Retzlaff, Gary J. Jr.	AV
* Revalidated officers		Ferguson, Jeremiah D.	SF	Rhoads, Travis M.	TC
- One name withheld for security purposes.		Fitzgerald, Michael P.	FA	Ringbloom, Kirk M.	AV
		Fleming, Michael S.	EN	Rivera, Monique N.	SC
		Frutchey, Eric C.	IN	Rottenborn, Philip G.	QM
		Fulmore, Carlton A.	SF	Russell, Terry S.	FA
		Gary, Rayfus J.	SC	Rutkowski, Michael E.	AV
		Gatrell, Gregory S.	AG	Schneider, Maria D.	EN
		Griggs, Timothy J.	OD	Sharpnack, Margaret J.	FI
		Grohmann, Eunju L.	QM	Shepard, Jonathon C.	QM
		Guida, Spencer C.	AV	Sheppard, Talmadge C.	AV
		Guzman Correa, Raymond	AD	Simms, Terry D.	AV
		Hackenberg, Brian J.	EN	Sizemore, Sandra L.	EN
		Haggerty, Richard T.	AV	Smith, Patrick M.	TC
		Hall, John F.	AV	Smith, Quentin L.	SC

### Army Acquisition Corps (AAC) Accession Board Results

The U.S. Army Human Resources Command's annual Acquisition Candidate Accession Board was held in September 2003. The Director, Officer Personnel Management Directorate, has approved the following officers for accession into the AAC.